

NAVAL SEA SYSTEMS COMMAND



The Commodore

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Crane, Indiana

January 1998

Commander's Award

Richard Pyne rescues five-year-old at the Marina

Captain Shotts recently awarded Richard D. Pyne, Code 0622, a Commander's Award for rescuing a five-year-old girl who had fallen into Lake Greenwood. His story follows.

On Saturday, September 13, Richard Pyne, a Supervisory Police Officer in Code 06, rented a pontoon boat. Richard, his wife and their two grandchildren, along with some friends and their two children had planned to fill the day with fishing and a picnic.

In the afternoon, they docked for a while to take a break. Hillary, his friend's five-year-old little girl, was playing on the dock where the adults were fishing. Hillary tripped on a board on the dock that was bowed and fell in the water between the pontoon boat and the dock. Officer Pyne was watching his granddaughter on the other end of the dock when his wife hollered that Hillary had fallen in. When Richard turned around and looked, Hillary was going straight down head first between the pontoon boat and the dock. She couldn't swim at all. Richard said, "It happened so fast, that I just went in feet first. I caught her at maybe nine, ten feet down.

"When I went by her, I grabbed her by the wrist, and when I got slowed down, I went back up, and I held her hand up high." Before Richard ever surfaced to catch his breath, he had managed to hold her hand above the water, and her father grabbed hold of her hand. When Richard let go, he sunk back down.

At the Marina, the water is about 20 feet deep. Richard said, "I didn't believe it was that deep until I



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went down." Swimming was made difficult by his waterlogged jeans and tennis shoes, and he said he didn't think he was ever going to make it back to the surface. To top it off, he said, "It was cold.... It was the thirteenth of September, and the further you went down, the colder the water got."

Once she was out of the water, Hillary stared blankly. Richard's wife, a registered nurse, slapped her cheeks and Hillary came right out of it. "The girl was more scared than anything," Richard recalled, "The funny part was, her daddy bought her a fishing pole. And she had the fishing pole in her hands, you see, and her daddy had told her 'If you ever lose that pole, I'll never

buy you another one.' And this in the honest truth... when I brought her up, she still had that fishing pole in her hand. She clung onto that pole, and she would not let go of it."

Richard had never rescued anyone before, and he admitted he was pretty shook up when it was over. But he said, "If I had to, I'd do it again. She's five years old, she's got her whole life ahead of her; I've lived mine."

Richard has been a Crane employee for 22 years. Before advancing into management, Richard Pyne held a position in the Communications Room in Security for about ten years. He also had worked as a guard, and as a Police Officer.

Commander's Award

I want to express my appreciation and commend you for your immediate response to an emergency situation involving a five-year-old girl at Lake Greenwood on 13 September 1997....

I am pleased to present you with this Commander's Award in recognition of your heroic efforts. Your quick and courageous actions helped prevent what could have been a tragic accident.

W. E. SHOTTS



From The Executive Director

Doing something about the future

We just had the best Strategic Planning Conference Crane has ever had, made so because of the enthusiasm and involvement of you who attended, and the quality of our invited speakers, from our keynote, Paul Schneider, to Lew Lundberg, who closed the first day with his observations from the Pentagon.

Like the song goes, you don't have to be a weatherman to know which way the wind blows, and it's still blowing toward more competition, downsizing, and future BRAC's. But to continue the metaphor, it's also an ill wind that blows no good, and if we have the courage to seize the day, there is opportunity in all this. Strategic planning is nothing more than thinking about the future, and — **here's the key** — then doing something about it!

A good plan is one that turns into action and results, and ours is beginning to. I'm beginning to see improvements in many areas — facilities and environmental management, explosive safety, budget processes, and business results con-

tinue to improve. Personnel demo is beginning to happen, there is an improved focus on customer satisfaction, and community relations have never been better. Community relations, you say, what is strategic or important about community relations? Everything, and I'll tell you why. The Navy wants us to be a good neighbor and have a strong, mutually supportive relationship with the community, our friends, and family. The community provides us our people, their education, and support services and products. They came to our defense during the last BRAC, and they will again if need be. We, in turn, provide jobs and income, to begin with. Between salaries and contracts, Crane (Army and Navy) put about a quarter billion dollars into the community last year. Imagine if this were gone from southwestern Indiana — the unique way of life we cherish would be threatened, if not over. Imagine if the support our people provide to chambers of commerce, school boards, churches, partners in education, and other organizations too numerous to mention were to dis-

appear. We are an inextricable part of the community, and want to remain so.

Recently we had a tremendously successful small business fair — "Buy Indiana." This is our effort to buy locally, reduce costs, and cut schedule for our customers. This is important not just to our customers, but to our local community also. As more and more existing or newly created businesses support Crane, we will grow jobs and technology and provide opportunities for our friends and neighbors. And the dollars are significant: last month, we spent almost \$400,000 locally on purchases of \$2,500 or less with the new purchase card program. Community relations are vital and strategic to Crane and southwestern Indiana. At home or at work, help us any way you can. You know what our goal is. Be a part of the future.

STEPHEN P. GOOTEE

Personnel Demonstration Project Performance Management System

A key component of the Personnel Demonstration Project is the Performance Management System. This article describes our current proposal which has the following goal: Develop a simplified, flexible process for managing, assessing and developing employee performance, with a focus on meeting organizational goals and customer needs.

The objectives of the Performance Management System are:

- A. Provide improved and continuous communications among employees, supervisors and customers to ensure performance expectations are understood and met.
- B. Focus employee and workforce development on future critical capabilities and product areas, consistent with customer needs.
- C. Simplify and redefine the administrative requirements of the performance assessment/improvement/accountability process.
- D. Increase employee participation throughout the process by creating an environment of greater fairness and credibility in the performance management system.

Performance Planning

Each year, the Strategic Plan for the Crane Division is updated and revised. This plan identifies strategies and goals for the organization which will then cascade down the organization to the individual's level. As workload planning occurs with sponsors, plans of actions and milestones are also prepared that identify the outcomes (products and services) expected by the customer. With these plans and goals in mind, the first line supervisor assigns

work to individuals within a work unit to support their customers and stakeholders.

Performance Expectations

A. Outcomes

The plans, strategies and goals of the organization must translate to work performed by individual employees. Performance expectations will be established by the supervisor and employee working together to identify the accomplishments or outcomes expected from the employee in order to meet customer requirements. Additionally, the employee should ask "What can I do to contribute to the goals of my organization?" Using planning information and task assignments, the employee is encouraged to identify his/her understanding of job expectations to ensure there is clear understanding of the outcomes (products and/or services to be delivered). Normally, the number of expectations identified will vary from 2-5 for non-supervisors. Incentive pay criteria should also be considered and plans formulated that will allow an assessment of performance and developmental progress for incentive pay decisions. The process may also be tailored to develop and support performance expectations for a team.

B. Timing

Performance expectations should be documented:

- upon implementation of the Demonstration project;
- when an employee moves to a different job;
- when substantial changes occur in the job; and
- when requested by employee or desired by supervisor.

At a minimum, performance

expectations should be reviewed at the beginning of the fiscal year when work plans and objectives are being formulated. The focus of the process at this time should be on meeting customers expectations, establishing high performance goals, and development.

C. Success Criteria

Employee and supervisor should agree on criteria by which successful delivery of products and services will be measured. Some factors that could be considered are standards and guidelines that must be met; cost, schedule and quality requirements; procedures that should be used; strategies to be supported; or organizational values that should be reflected.

D. Considerations or Concerns

Availability of resources, such as information, finances, tools, facilities, equipment, and supplies can greatly influence the capability to meet the customer's requirements. Employees need to be aware of what is available and how to use resources. Supervisors and employees need to consider what obstacles might be faced in meeting the customer's requirements, need to identify the employee's role and provide coaching in negotiating with team members, customer(s), and/or stakeholders to obtain the resources and support needed.

E. Competencies

Competencies are skills, knowledge, abilities and behaviors needed to successfully achieve goals and expectations. Competencies expected of all employees are:

- (1) **Customer Relations** — Innovation in serving customers; working toward customer's best interest; listening, understanding, and responding to customers.
- (2) **Work Relationships** — Maintaining open, fair and cooperative relationships with team members, management, contractors, and public.
- (3) **Continuous Improvement** — Seeks continuous improvement in accomplishing work and developing knowledge, skills, and abilities to further support organizational goals.

Other competencies needed will vary according to the expected outcome. A core set of competencies may be considered by looking at the Knowledge, Skills and Abilities (KSA's) normally expected for this type of position. Supervisors and employees need to identify competencies needed to achieve goals and expectations.

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Personnel Demo Project*Continued from page 3***F. Employee Development**

The supervisor and employee need to assess employee developmental needs relative to the competencies required to successfully achieve goals and expectations. Multi-source feedback may be used as an aid in the assessment process. Development is a shared responsibility that encourages individual initiatives. Goals should encourage employees to grow in their jobs. Consideration should be given to a wide variety of methods for employee development, which include: A challenging job assignment, temporary or permanent rotation, cross-training, peer reflections on similar experiences, coaching and counseling from supervisor, mentoring relationships, "lessons of experience" from the job, books, articles, periodicals, or formal courses. Each employee should have at least one documented development goal.

G. Stretch Goals

The employee and supervisor need to consider current and future Customer needs, new or revised products or services, processes that could be improved, and identify "Stretch Goals" that could make a significant impact on the products and services provided. Each employee should have at least one Stretch Goal.

Performance and Feedback

The system should help employees develop self-awareness regarding how well they are fulfilling their roles, improve communication between employees and supervisors, encourage positive change, and support results -- delivery of goods and services according to the work unit's plan.

Supervisor's role should be to communicate organizational

strategy and the importance of individual efforts in achieving the goals of the organization. This can be accomplished by on-going communication (initiated by employee or supervisor) for the purpose of ensuring common understanding of expectations and reviewing whether expectations are being met and providing information to increase the understanding of project context.

A more formal focused review/assessment should be initiated by the supervisor at least annually to include the following: Coaching and Counseling; Performance Data/customer feedback; Feedback on developmental initiatives. Multi-source assessments will be used for development purposes and not for pay purposes. (Initially, multi-source feedback will be limited to supervisors and expanded to other employees at a later date.)

Performance Plan

A performance plan is a more formal written statement of performance expectations intended to support the supervisor and employee in resolving an individual performance problem, when informal intervention has been unsuccessful in correcting the problem. The following information should be included in a Performance Plan:

- organizational expectations for successful job performance;
- organizational support to be provided;
- specific time frame (60-180 days);
- how performance results will be monitored; and
- **Accountability** if performance remains unsuccessful.

Accountability

When an employee's performance is rated as unacceptable (only if and when the employee is unable to successfully complete a Performance Plan), one of following four actions will be taken:

- removal from the Federal Service;
- placement in a lower band level with corresponding reduction in pay (demotion);
- reduction in pay while remaining in the same band level; or
- placement in a lower band level with no reduction in pay (demotion).

Documentation of Performance Ratings

The system employs a two level rating system: "acceptable" and "unacceptable." Performance ratings will be documented annually. The process for documenting will be an HRO generated employee listing for supervisors indicating annual performance ratings will be documented as acceptable unless otherwise notified.

Performance Management Resource (PMR)

The PMR will be available to facilitate communications around expectations and needs and help supervisors and employees seek agreement throughout all aspects of the performance development process. The PMR will be utilized for assistance in preventing and alleviating performance problems. The supervisor, the employee or the union may enlist the assistance of the PMR to facilitate effective communication concerning establishment of performance expectations and competencies, ongoing performance communications, feedback, performance plans and/or accountability for performance.

The recommendation is that the Administrative Officer/ Business Manager (or designee) will serve as the PMR for management and employees within his/her respective directorate. The PMR will serve in an advisory capacity and make contact with outside resources to provide necessary support. The PMR will work closely with HRO advisors as necessary. Union representatives will be included concerning bargaining unit employees. Some situations may arise that require input from technical experts.

Fourth Annual Girl Scout Science Exploratorium

By Sue Webster, Code 052

Approximately 100 Girl Scouts representing the Raintree Girl Scout Council, Evansville were at Crane on Saturday, November 1, 1997, for the fourth annual Girl Scout Science Exploratorium. Captain Shotts was on hand to welcome the attendees.

This event gives Junior Girl Scouts (ages 9-13) the opportunity for hands-on experience with various science-related events. They also have the chance to talk to engineers and other professionals, including women in nontraditional roles such as engineers, regarding the work they do at Crane.

Several volunteers from the Crane Division and the Crane Army Ammunition Activity worked together to make this a great day for all who attended.

In the beginning, this event was coordinated by the local Chapter of Federally Employed Women (FEW) with assistance from the Public Affairs Office at Crane. While FEW members still contribute greatly, many volunteers have assisted with this event making it much more of a Division event.

The volunteers and events for this year's Exploratorium included:

Egg Drop:

Suzi Inman, Marla Fredrick and Harold Snead

Bridge Building:

Hank Webster

Chemistry:

Nancey Maegerlein, Karen Whorrall, Anndra Morgan, Sandy Bishop and Steve Maegerlein

The Wonder of Flight:

Greg Thomas and Beth Snead

Using the PC:

Rebecca Thomas and Mary Claire Weatherwax

Environmental:

Tom Belcher

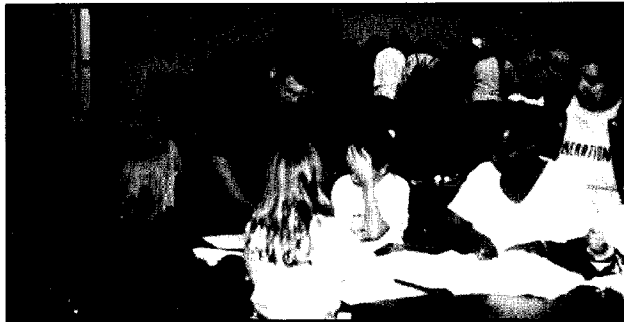
In addition, several Reservists from the Naval Reserve Headquarters, Unit 113, Indianapolis spent the day assisting with the activities. They included: RMC Jack R. Terrell, SK1 Rickie Johnson, and DPI Paul Grissom.

This year's Science Exploratorium was a great success. This success is due to those volunteers who committed to spend their Saturday teaching the Girl Scouts about science. Thanks, volunteers, you do make a difference!

Using the PC



The Wonder of Flight



Egg Drop



Native American Indian Heritage Month centered around the theme "Spirit of The Land"

Although November is observed as Native American Indian Heritage Month, actual preparation of the events scheduled throughout the month started many months earlier. This year the Native American Indian Heritage Committee chose "Spirit of the Land" as the theme upon which to build its programs. This theme represented the affinity between Native Americans and Mother Earth.

On November 3, President Bill Clinton signed a proclamation designating November as National American Indian Heritage Month. His proclamation read:

"American Indians and Alaska Natives have played a vital role in the life of our country, and their many contributions have enhanced the freedom, prosperity, and greatness of America today. In celebrating National American Indian Heritage Month, we reaffirm our country's commitment to remember those contributions and to honor the unique heritage of our continent's first inhabitants."

"This special observance also reflects our continuing commitment to American Indian and Alaska Native tribal governments as an integral commitment to social, political, and economic fabric of the United States. The framers of our Constitution incorporated Indian nations into the political and legal framework of this country, forever joining the destiny of the tribal nations with that of the American people. By this action, our founders charged themselves and future generations with the moral obligation to guard the rights and fundamental liberties of our country's tribal peoples as zealously as we protect the rights of all Americans."

"As we enter the next millennium, we have an exciting opportunity to open a new era of understanding, cooperation, and respect among all of America's people. We must work together to tear down the walls of separation and mistrust and build a strong foundation for the future. To accomplish this, we must strengthen tribal governments, improve the quality of education for American Indian and Alaska Native youth, build stable, diversified economies in tribal communities, create high-wage jobs, and ensure that all our citizens have the skills, education, and opportunities they need to reach their full potential."

"The government-to-government relationship between the tribes and the United States embodies the fundamental American belief that people of widely varied and diverse cultural backgrounds can join together to build a great country. Such greatness can be sustained, however, only so long as we honor the ideals and principles upon which America is founded and abide by our commitments to all our people. . . ."

Events

As sponsor of NAIH month, Supply Directorate Deputy Director, Don Schulte, issued a statement encouraging participation and support of the scheduled events during the month. To begin the month-long observance, the first event planned by NAIHC members was the planting of daffodils on November 3 at the Bloomington and Crane gates. In spite of the inclement weather, the planting took place as scheduled.

The poster contest generated 109 entries from local schools and from the family members of Crane associates. Winners are listed in the box below.

The winners and their parents were honored at a breakfast in the cafeteria on November 12; Executive Officer, Commander Lance Jasitt, presented awards to each individual winner. Additionally, the winning entries were posted in the cafeteria for viewing. Also on November 12, the NAIHC offered two events for Crane employees. Artifacts were displayed in the cafeteria, and guest speaker Brad Hawiyeh-ehi was present to discuss and demonstrate Native American arts and crafts. Both events were scheduled to begin at 10:00 a.m.

Hawiyeh-ehi, a full-time art-

ist/craftsman, was born and raised in Oklahoma, and is a member of the Cherokee Nation. His work reflects Cherokee mythology, Mound and Woodland cultures and other Native American themes.

The artist was born and reared in Oklahoma and is a member of the Cherokee Nation. His grandmother, Margaret (Maggie) Johnson, was born in Prairie County, Arkansas. Her parents were in the Arkansas/Western Band of Cherokees who were moved from northern Georgia/Alabama to the White River in 1817-1818. When all Cherokees, both Eastern and Western, were forcibly removed to Indian Territory, his grandmother migrated to the Red River area, in what was later to become Oklahoma. Hawiyeh-ehi's earliest memories of his grandmother were of a stately mother of four boys and three girls sitting in a bent willow rocking chair, smoking a clay pipe and talking to her flowers. He added that her nut brown skin contrasted with her long-sleeved print dress, with what seemed like miles of yellow/red ricrac, lace and ribbons. The artist reflected that his grandmother pointed out to him every miracle of nature, every chance for spiritual touching with the Creator, the Great Mystery of Life.

Hawiyeh-ehi's grandfather,

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First Prize Winners:

Name	School	Grade
Willow J. Williams	North Daviess Primary	1 st grade
Kevin Braun Flinn	Bloomfield Elementary	2 nd grade
Daniel S. Clark	Bloomfield Elementary	6 th grade

Second Prize Winners:

Name	School	Grade
Anna Shepard	Shoals Elementary	Kindergarten
Westlee Williams	North Daviess Intermediate	4 th grade
Mark Braun Flinn	Bloomfield Elementary	6 th grade

CAAA NEWS

COL JOHN SOWA
Commander

LCDR B. E. WEBB
Executive Officer



Crane Army Ammunition Activity
Crane, Indiana 47522-5099

Question and Answer Column Army Ideas of Excellence Program

This column is intended to address the prickly day-to-day policy issues faced by AIEP coordinators. It voices the questions heard by the HQ AMC AIEP team and the responses given. Since the questions may not be specifically covered in AR 5-17, the answers are open to critique. Ultimately, the final judgment of most of these issues is with the local Commander. Please contact Carol Baldwin by e-mail or telephone 854-2659 if you have any questions regarding the CAAA AIEP Program.

QUESTION

AR 5-17.6-1 says tangible benefits are based on estimated or actual first year savings. If costs exceed 50 percent of first year benefits calculation may be based on an average of the first 3 to 5 years.

ANSWER

This means that savings to the Government beyond the first year (or 3-5 years) belong to the Government without further credit to the suggester. The suggester is notified of this when he/she signs the suggestion form (DA Form 1045), see block 2 on the form.

QUESTION

What is a new idea, and when are similar ideas duplicates? Specifically, A suggester submits an idea on a procedure, and when adopted, submits another idea for a different application of the same concept.

ANSWER

A. Whether the two ideas are duplicate is normally decided by the functional proponent if the ideas are technical in nature, or by the AIEP manager if the duplication is obvious.

B. The above question deals with proposing a different application of an adopted idea. Is it a duplicate? Like most of life, the answer is: "it depends."

Example (1): An idea submitted after and based on an adopted idea. This follow-up idea is so innovative that normal work procedures would not have come up with it. I say in this case the suggester presented the Army with benefits, and the suggester should be given credit.

Example (2): A suggester proposes a unique design for a screwdriver, and later proposes using the screwdriver on various screws. Did the Army get any benefits over and above what it received in the original idea. I think not, and I would not give the suggester credit for the later idea.

C. The duplication issue ideas require a local and functional solution. Answer the question: "Does the duplicate idea give the Army benefits it would not have otherwise gained?"

QUESTION

We know that AR 5-17 requires validation by internal review for adopted ideas in excess of \$10,000. What is the requirement to audit the benefits and recommended cash awards for adopted ideas less than \$10,000?

ANSWER

a. The local commander is the key for cash awards less than \$10,000, and he/she has been delegated approval authority. Since the award is paid from local funding, it is recommended (but not mandated) that some validation occur before any cash award is paid.

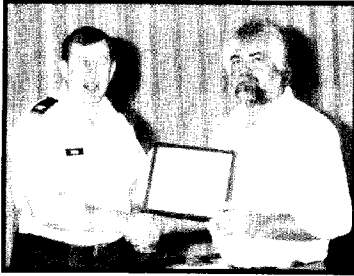
b. AMC guidance recommends validation for cash awards as follows:

- (1) Less than \$2500 — validated by AIEP manager.
- (2) \$2500 to \$5000 — validated by a cost (or similar) analyst.
- (3) *\$5000 or more — validated by internal review audit.

*AR 5-17 does mandate an internal audit of a cash award payment of \$5,000 or more (para 7-12).

Safety Awards

CAAA's FY97 Supervisor and Shop Safety Awards Breakfast was held on 10 December 1997 in the Cafeteria. COL Sowa presented awards to twenty-five supervisors and seven shops. One five-year consecutive award and three ten-year consecutive awards were presented for not having a lost workday injury.



Greg Bechtel



Patti Rollins



Dale Gallian



Larry Richardson



Suzanne Corbin



Richard Jones



Ed Bell



Paul Thompson



Stan Armstrong



Merrill Crouch



Roy Davis



Tom Flynn

Safety Awards

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Terry Pirtle



Mike Roach



Ron Tarr



Kaye Barber



Dan Gadberry



Bob Allen



Phil Johnson



Jeff Stretton



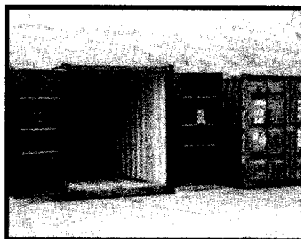
Faye Chestnut

Turbo CAD Exercise

By Glenda White and Kanova Wines

This was a "Real World Exercise" to determine how quickly CAAA could ship ammunition to a specified destination. At the time, CAAA sent 290 empty MILVANS to Lexington-Bluegrass to support their participation in a Turbo Cad exercise. We had 43 MILVANS that we filled with ammunition and sent

to a ship. This is just one of the many special exercises that DO participated in. They also had their regular work to do. One of these regular assignments was to ship 35 commercial cars of Rockeyes. There were another 45 commercial carts being shipped to a private contractor for demil. There were a total of 108 cars shipped by DO, at this time.



Mil Vans preparing for shipment.



Kenny Hemmerline, forklift driver, and Steve Smiley.



View of empty Mil Vans.

Successful Environmental Inspection

On 8-12 September, Crane Division, Naval Surface Warfare Center and Crane Army Ammunition Activity received a surprise inspection from the Environmental Protection Agency (EPA) and the Indiana Department of Environmental Management (IDEM). This inspection was conducted under the auspices of the Resource Conservation and Recovery Act (RCRA) regulations and the conditions listed in our RCRA Part B Permit.

The inspection consisted of visits to the Ammunition Burning Grounds, the Demolition Range, the Explosives-contaminated Water Treatment plants, and many of the Hazardous Waste Accumulation sites. The inspectors had only a few minor findings during the inspection.

The results from this inspection are a good indicator of the improvements in Crane's hazardous waste management practices. Everyone effectively plays a vital part in the management of hazardous waste, and we all deserve a "Job Well Done." A special thanks goes out to those people who are most directly responsible for the management of hazardous waste at the generation points in the field. Also, we owe a debt of gratitude to Code 95, the Environmental Protection Department, whose efforts in hazardous waste management and policy have been instrumental in improving Crane's hazardous waste program.

The EPA and IDEM will continue to inspect our program for compliance with applicable hazardous waste rules and regulations. We must continue to have successful inspections and improve our relations with our regulators. This will improve our competitive advantages and maintain our role as environmental stewards.

Once again, this is a significant accomplishment. Thanks to all for their efforts.

Canadian Department of National Defence visits Crane

Several senior executives from the Canadian Department of National Defence (DND) recently visited Crane Division, NSWC at the

invitation of Crane's Executive Director, Stephen Gootee. Crane Division entered into a cooperative program agreement in September 1996

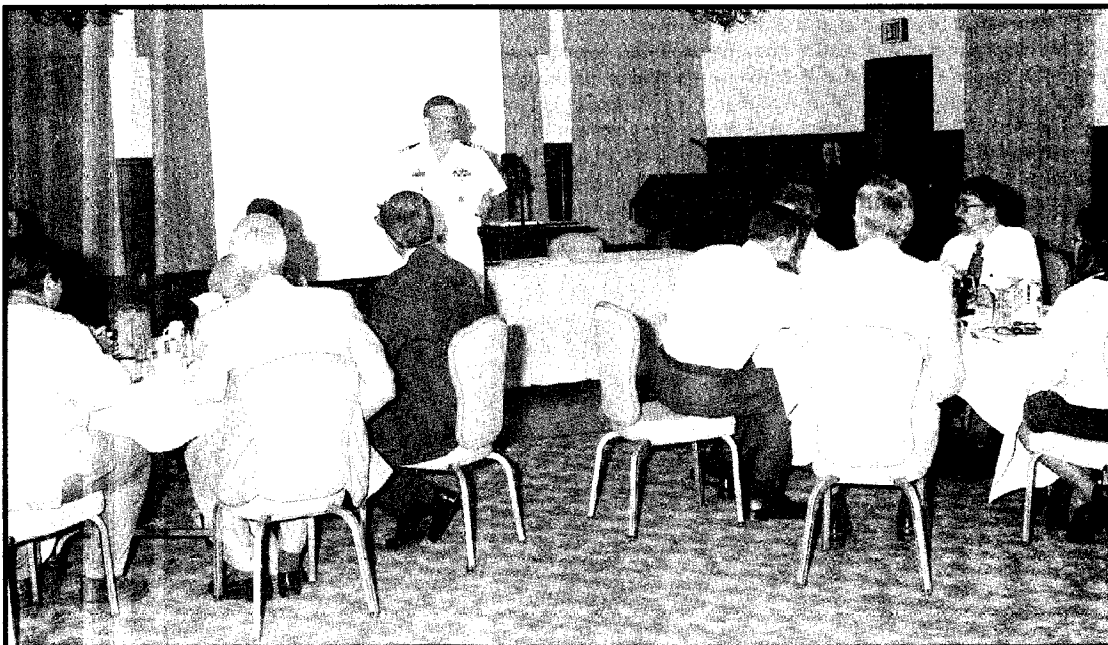
to provide the DND electrochemical power sources technical support. The invitation to explore other areas for cooperation was extended as a result of last year's successes which also included supporting the DND on a laser designator.

Mr. Kenneth F. Ready, Director General of International and Industry Programs for the Canadian National Defence Headquarters, Ottawa, was accompanied by some of his staff while touring Crane Division, NSWC. They included Mr. Robert Spittal, Director of Maritime Ship Support, and Mr. Michael Slack, Senior Policy Analyst for the Americas. Captain Shotts, Commander, Crane Division, NSWC, welcomed the visitors and Mr. Gootee provided an overview of Crane Division's operations. The two-day tour route included Radar Engineering & Industrial Support, Failure/Material Analysis, Modeling & Simulation, Electrochemical Power Systems, Electronic Module Test & Repair, Night Vision/Electro-Optics, Small Arms, Conventional Ammunition, Submarine Batteries, and Sonar Systems. A special treat featured dinner at Quarters A with Captain and Mrs. Shotts. After the tour, Mr. Ready invited Captain Shotts and Mr. Gootee to visit Canadian facilities for the purpose of exploring additional areas for cooperative efforts.



Canadian visitors were greeted by Crane Division Commander, Captain Shotts, and Executive Director, Stephen Gootee, prior to tour. The photograph above shows the Canadian visitors in Captain Shotts' office. (L to r) Michael Slack, Captain Shotts, Kenneth Ready, Robert Spittal and Stephen Gootee.

Media Day at Crane Division



Crane Division hosted a Media Day on Wednesday, October 1. Representatives from area television, radio, and newspapers were invited to visit Crane Division for a briefing and tours.

Crane Division lends night vision equipment UDT-SEAL Museum

On October 10, 1997 the Navy Night Vision Program Office received a letter of request from the UDT-SEAL Museum Association from Fort Pierce, Florida requesting an indefinite loan of Night Vision Equipment to be utilized as artifacts in preserving the valor of the men of Underwater Demolition Teams, SEAL Teams, Naval Combat Demolition Units, Scouts & Raiders during their service.

The Navy Night Vision Program Office coordinated with the Naval Inventory Control Point (NAVICP) in obtaining a MK 37 Mod 3 Night Observation Device, MK 36 Mod 3 Individual Served Weapons Sight, AN/PAS-6 Metascope Signaling Device and a SAR-7 Signaling Device. Coordination efforts were conducted with the Night Vision & Chemical/Biological Sensors Department to obtain an underwater swimmers night vision mask (Wild Big 21), Hand-held Thermal Imager (HTI) and a Noctron V image intensification device.

On November 6, 1997 the Navy Night Vision Program Office in route to meetings with the US Coast Guard in Miami, FL, hand

carried some of the devices to the UDT-SEAL Museum and presented the equipment to the Executive Director Mr. H.T. Aldhizer III; Museum Operations Director, Mr. Trent Teague; and Museum President Mr. Donald Balzarini.

Mr. Balzarini served in the UDT's in 1956 and continued to serve in the reserves until he retired in 1981. Mr. Trent Teague served in UDT 12 and SDV 1 in mid 70's through early 1980.

The UDT-SEAL Museum was dedicated in November 1985. The Museum exhibits show the evolution of Navy Special Warfare in the varied types of crafts used from World War II to the 1980's, including the museum's latest acquisition, a PBR (patrol boat river) from the Vietnam era. Specialized equipment includes two and four-man swimmer delivery vehicles (SDV's) and swimmer propulsion units (SPU's). Also on the grounds are obstacles left from the early training days in Fort Pierce and an Apollo spacecraft, a reminder of still another area of involvement for the Navy's elite forces. A ramp to the top of the museum leads to a World War II memorial that includes team

plaques and a globe showing where those teams operated.

An exhibit in the lobby pays tribute to Rear Admiral Draper L. Kauffman, called the "Father of Demolition," and includes some of his personal memorabilia. The rest of the museum is arranged in chronological order beginning with the earliest training of the Navy Combat Demolition Units (NCDU's) in Fort Pierce in 1943 to Korea and Vietnam and even the most recent SEAL Team involvement in Somalia in 1993 and Haiti in 1994.

Photographs, and other artifacts exhibit the trace of history for the Navy Special Warfare from the earliest "demolitioneer" to the modern day SEAL. The museum has several exhibits dedicated to weapons, including firearms of all types, and the latest addition, a collection of knives. Both open and closed circuit diving gear in on display, including basic compressed air SCUBA tanks and closed circuit gear, such as the Pirelli and Emerson rebreathers. Other exhibits are dedicated to the varied equipment used by the Navy's

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Mr. Donald Balzarini, President of the UDT-SEAL Museum accepts the Noctron V Night Vision Device from Mr. Brad Pridemore of the Navy Night Vision Program Office.



Mr. Trent Teague, UDT-SEAL Museum Operations Director, displays the Noctron V in front of the weapons display.

Spirit of the Land

Continued from page 12

R.B. (Brad) Roberts, was born in Grundy County, Tennessee, and moved at an early age to East Texas. He headed west for the cowboy life, working at ranches in north Texas and then for a rich Choctaw rancher in Indian Territory. In was there, at a square dance near the present town of Tishomingo, that he met and later married Hawiyeh-ehi's grandmother.

The artist stated that his grandfather taught him to make and shoot bows made of osage with arrows made from dogwood shoots. Hawiyeh-ehi remembered his first game—one of his neighbor's guinea hens; repayment for this "prize" was working for his neighbor. The Bloomington resident commented that he never tired of his grandfather's "Indian talk," or tired of hearing him dance and sing. One of Hawiyeh-ehi's fondest memories of his grandfather was the dancing and singing of the Green Corn Ceremony on his grandfather's 90th birthday.

Hawiyeh-ehi is a full-time artist/craftsman who specializes in painted gourd art. The artist creates a design for each gourd's particular shape and size, reflecting Cherokee mythology, Mound and Woodland cultures, and other Native American themes. Hawiyeh-ehi noted that gourds have many different uses, such as storage containers for food or seeds, dried flowers, jewelry boxes, or sacred bundles. Some of the designs and their origins created by Hawiyeh-ehi include:

Design

Anomalous Cougar
Aracouns (Raccoons)
Butterflies
Crested Woodpeckers
Devil Claw
Feather Pot
Hummingbirds
Isleta Pottery
Southwestern Seedpot
Tesuque Olla
Uktena, legendary horned serpent
Wild Turkeys

Origin

Spiro Mound
Spiro Mound
Hawiyeh-ehi
Cherokee
Pima
Hawiyeh-ehi
Hawiyeh-ehi
Isleta Pueblo
Anasazi
Tesuque Pueblo
Cherokee
Spiro Mound

The Bloomington artist also makes dance rattles, dance masks, war clubs, rawhide war shields, and bows and arrows. These Native American Indian items are made using all natural materials and methods.

Videos

Throughout the month of November, the NAIHC provided NSWC personnel the opportunity to view three excellent videos on Channel 41 on the LAN. Employees were given the opportunity to view these films as part of their EEO training. The videos offered this year were "Winds of Change: A Matter of Promises," "The Spirit of Crazy Horse," and "Legacy of the Mound Builders."

UDT-SEALS

Continued from page 7

elite forces and to aspects of life in the teams, such as training, operating in cold climates and involvement in Americas space program.

The exhibitions at the UDT-SEAL Museum displays much of the equipment that Crane Division has supported and serves as memoirs of those who have dedicated their lives through valor as fighting men of Naval Special Warfare:

- Underwater Demolition Teams;
- SEAL Teams;
- Naval Combat Demolition Units; and
- Scouts & Raiders.

The museum, which is the birthplace of the U.S. Navy Frogmen, is located on the site where these unique underwater warriors first trained in 1943 at 3300 North A1A, North Hutchinson Island, Fort Pierce, Florida.

The above information was obtained from the oracles of the UDT-SEAL Museum pamphlets and brochures provided.

NSWC Crane Women's Club Luncheon 18 February

The NSWC Crane Women's Club will hold their first luncheon meeting of 1998 on Wednesday, 18 February at Club Lakeview. CWC Board members are hostesses for the day and have planned an interesting program. Candy Haenszel of Lamar, Indiana will speak on raising English angora rabbits and spinning angora yarn from which she makes mittens, scarfs and other items.

The social hour will begin at 1100. A brief business meeting will be held before the 1200 noon luncheon with the program to follow.

Reservations for the luncheon should be made by Sunday, 15 February with the area town hostess:

Bedford	Vickie Hout	275-2658
Bloomfield/Linton	Mary Jean Kee	384-0959
Bloomington	Mary Thrasher	825-2611
Loogootee/Shoals	Betty Kemp	295-3471
NSWC Crane	Gale Sowa	854-1423
Odon	Chris Peter	636-4909
Washington	Naomi Miley	254-2437

For Sales

Deadline for
next issue:
January 5

The FOR SALES page is for the benefit of Crane Division employees and military to advertise items for sale or wanted. There is no charge for this service, however ads may be abbreviated.

Ads may include your home phone. Names or government telephones will not be used, therefore work telephone extensions cannot be listed (except for military personnel.)

Regulations state that private business concerns cannot be advertised; this includes items or property offered for rent, services (such as tax preparation) and advertising animals which are raised solely for sale, etc.

To be printed, ads must contain a telephone number to contact. Yard, garage and moving sales will not be used.

Ads will only be run once. If you want it to run again, it must be resubmitted in writing.

Ads must be submitted in writing to the Public Affairs Office, and must note your name, site, code, and work extension for the editor's reference.

ANIMALS

Black & Silver Toy Poodle, born Aug 17, 1997, all shots, wormed & very lovable, \$200. Call 812-723-4040 after 6 pm, or lv msg. (Owner says not raised solely for sale.)

COMBINATION

Fisher Wood Burning Fireplace Insert w/glass doors, screen incl, \$400; **Signature chest-type freezer**, \$75; **Dorm refrigerator**, small, \$25; **Iron Bed w/ rails**, twin size, \$25, all items as priced OBO. Call 812-384-4957 after 6 pm.

Pioneer Premier car stereo, AM/FM stereo, tape, CD controller, many features, new in box w/warranty card \$250; **Pioneer 6 disk CD changer** for car/truck, new in box w/warranty card, \$350 or \$500 for both. Call 812-863-4670.

1985 Honda Civic CRX, new timing belt & newly painted, \$2,200 OBO; **Murray 12 hp riding mower** bought in 91, used 4 seasons, idle the past two, \$450; **Stair lift**, \$2,000. Call 812-275-8467.

Natural Gas furnace, great for older home, garage, workshop, or pole barn, very good shape, works great, \$150; **Kenmore washer & dryer set**, both work well, \$150; **Upright Piano**, recently refurbished, great cond, \$400. Call 812-254-0016.

Ladies black leather jacket, sz M, exc cond, \$50; **Ladies 1 kt purple stone ring**, beautiful, \$50. Call 812-323-0955.

HOUSEHOLD

King sz waterbed w/new waveless mattress, mirrored canopy & headboard, 6 storage drawers underneath, \$500 OBO. Call 812-863-4670.

25 cu ft Frigidaire chest freezer, currently in use & in good cond, \$250. Call 812-384-4258.

Kenmore large capacity washer & gas dryer, almond, infinite water level, moisture sensor, \$175. Call 812-332-5704.

MISCELLANEOUS

1994 Sunquest Wolff 26sx2f pro-tanning bed, 26 bulbs plus double facial tanners, exc cond, privately used, pd \$3,900 new, asking \$2,000 OBO. Call 812-636-4829.

Firepower wood/coal furnace, large capacity, good cond, \$400. Call 812-825-2462.

Longaberger Baskets: 1995 Easter, 1996 Easter, 1997 Easter (sm & lg), 1996 Sweet Pea, 1997 Petunia, 1995 Basket of Plenty, 1996 Maple Leaf, 1996 Bouquet, 1994 Forever Yours, 1993 All-star Trio, 1994 Father's Day Business card, 1993 Christmas Bayberry, 1994 Hostess Appreciation,

1996 Family Traditions Community, (Booking Baskets) Ambrosia, Sweet Basil, Lavender, Thyme, and Chives. Call 812-659-9982 or 812-384-9960 after 5:30 pm. (Owner says she's not a dealer.)

Electric Typewriter, \$40. Call 812-692-5770.

MOTOR VEHICLES

1984 Ford Thunderbird, dependable, runs good, \$800 OBO. Call 812-384-6047 or 812-384-4789.

1986 740 Turbo Volvo, exc cond, drk grey, complete overhaul, all records kept, exc body, everything under the hood is new, engine purchased in August, has 8 mo warranty left, asking \$5,500, must see. Call 812-323-0955.

1990 Olds Cutlass Ciera, had new transmission put in, in December, high mileage, but very good car. Call 812-295-3750 after 5 pm.

1991 Pontiac Bonneville LE, like new, 3.8 V6, AC, AM/FM cass, maroon ext/int, 107K mi, 24 mpg hwy/city, CU wholesale value \$5,075 (incl mileage deduction), asking \$4,500. Call 812-876-1161.

1993 Ford Supercab F150, 5.0LTR V-8, XLT, loaded, Leer cab, \$11,500. Call 812-279-6914.

1996 Polaris 300 Express, 2WD, Warn 1 T winch, custom front bumper, Polaris rear cargo box, ATV cover, like new, \$4,000 OBO, exc shape. Call 812-875-2429 or 812-875-2293, lv msg.

1996 Ford Taurus LX, lt willow, 3/30 warranty, 20K mi, like new, \$15,400. Call 812-692-5770.

REAL ESTATE

3 BR Ranch Home, 2 Bath, in Sandridge Estates, Bloomfield, incls new carpet & heat-pump, all appliances incl, nicely landscaped, immediate possession, \$67,900. Call 812-384-4656 or 812-384-4103.

The Commodore Crane Division Naval Surface Warfare Center

CAPT W. E. SHOTTS,
Commander

STEPHEN P. GOOTEE,
Executive Director

The Commodore staff:
JILL DAWSON,
Editor

This newspaper is an authorized publication for members of the military services and civilian personnel of the commands and activities located at Crane Division, Naval Surface Warfare Center. The Commodore is printed commercially. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense or the U.S. Navy and do not imply endorsement thereof. The editorial content of this newspaper is prepared, edited and provided by the Public Affairs Offices of Crane Division, Naval Surface Warfare Center.

Address correspondence to: Code 052JD, Bldg. 1, NAVSURFWARCENT-DIV, 300 HWY 361, CRANE, IN 47522-5001. DSN (AV) 482-5342, COMM 812-854-5342, FAX 812-854-4165.

US GOVERNMENT PRINTING
OFFICE 1998 650-278 80003

Blood Drive
13 & 14 January
at the
Crane Gymnasium

Interested in COTS? Mark your calendar!

The Naval Sea Systems Command (NAVSEA) has appointed a group to address the growing issues associated with the use of commercial off-the-shelf (COTS) products. The COTS Steering Board (CSB) was chartered to enhance NAVSEA's ability to rapidly introduce and support COTS products in the Fleet. One of the products from the CSB effort will be a workshop entitled "Commercial Technology Management Strategies for Military Systems." This workshop will be cosponsored by SOLE - The International Society of Logistics and will be held at the Waterside Marriott in Norfolk, Virginia on August 4-5, 1998. For more information, contact the workshop co-chairs Mr. Brian Blackwell, Naval Surface Warfare Center Crane, at 812-854-3766 or Mr. Lee Dodge, SOLE, at 812-336-2299 ext. 331.

Awards

Length of Service Awards

40 Years

Eugene L. Roegiers 80

35 Years

Thomas W. Pinnick 09

Paul L. Cavanaugh 40

Charles E. Phillips 40

Norman E. Hutslar 40

Kermit R. Wilcox 80

30 Years

Louis A. Kavanaugh 05

Nickie L. Napier 05

Sue E. Morrison 05

Morris R. Weibel 06

Larry W. Wools 06

David T. Flater 09

John R. Harding 09

Kathryn L. Shewmaker 09

Ronald C. Crew 11

Robert D. Brinson 11

Diana S. Hawkins 11

Phillip R. Goodpaster 40

Stephen H. Sanders, Sr. 40

Charles F. Buxton 40

William P. Wade 40

Norman L. Papke 40

Gary W. Anderson 60

Kenneth R. Greenwell 60

Terry D. Hash 60

Melinda J. Johnson 60

James L. Jones 60

James C. Wolford 60

Donald Decker 60

Leonard W. Martin 60

Danny E. Quearry 60

Richard A. Fried 70

Richard L. Holt 70

Helen E. England 70

Robert A. Saulter 70

Carl W. Whitted 70

Frankie J. Bechtel 80

Stephen W. Kimbley 80

Janice S. May 80

Roger D. Spoonmore 80

Gilbert L. Martin 80

William F. Wootton, III 80

25 Years

Carroll V. Wheatley 00

David A. Fisher 05

Darrell L. Dobbins 09

James D. Pritchard 09

Donald E. Ragle 09

Steven L. Sanders 09

Dennis R. Stepanek 09

Diana L. Byers 09

Dennis W. Deckard 09

Stephen G. Arvin 09

Anthony E. Scott 09

Monte L. Smith 09

Richard L. Maling 11

Michael R. Dayton 11

Michael M. Laxton 40

Darrell G. Burdette 40

Tommy J. Sanders 40

Nyla D. Johnson 40

Larry J. Hubler 60

Thomas J. McGuire, Jr. 60

Roger L. Price 60

Dan L. Rea 60

Leon C. Welp 60

Daniel R. Cowell 60

Brian A. Fillingim 60

Dale W. McKibben 60

Phillip J. Bailey 60

Victor G. Brunamonti 60

Gary W. Irish 60

James R. Carter 70

James R. Shirley 70

Marsha A. Wood 70

Joseph D. Gipson 70

Steven B. Hash 70

Larry J. Walton 70

Joe D. Bucher 80

Robert A. Mangus 80

James R. Perlich 80

20 Years

Elizabeth K. Kimbrough 05

Joyce N. Bingham 06

Darrell E. Brown 09

Randy G. Roberts 09

Leland E. Hutchens, Sr. 09

Jack D. Nail 09

Debra P. Graves 11

Donald P. Schulte 11

Karen S. Abrams 40

Cecil J. Hughes 40

Freda R. Seagle 60

Stephen J. Petit 60

David P. Sweeney 60

Bonita J. Page 60

Lambert C. Beacher 70

James L. Melvin 70

Duane C. Embree 70

Larry Phillips 70

John W. Williams 70

James W. Evans, II 80

Bobby J. Hayse 80

Ottis L. Chestnut 80

Kenneth M. Myers 80

15 Years

Tracy L. Archer 00

Keith D. McKinley 06

James E. Shrieves, Jr. 09

Thomas F. Kreischer 09

Shashi K. Kumar 09

Ralph M. Turpin 09

Patrick C. Conger 11

Lisa R. Flater 11

Michael J. Harbison 11

Teresa a Whitt 11

G. Fred Shrum 40

Hyla J. Riggins 40

Karen B. Hixson 40

Karen S. Kutch 40

Vickie L. Raber 40

Donald C. Rumble, Jr. 40

John J. Speaker, Jr. 60

Richard I. Flinn 60

Darrel K. Johnson 60

Steven P. Wharton 60

Dewayne R. Sims 70

Danny D. Knight 80

Walter E. Kirk 80

Charles A. Disney 80

David D. Earle 80

Dion B. Garner 80

Patrick S. McGlynn 80

Jo Ellen Wagler 80

10 Years

Connie L. Barrett 05

Mary A. Wathen 11

Gregory A. Benham 11

Donald S. Davis 11

James D. Martin 11

James B. May 11

M. Kelly Siffin 11

Gregory M. Smith 11

Montise L. Craig 11

Thomas C. Hunter 40

Polly A. Walker 40

Jessica F. Harker 40

Cara L. Allen 60

Mildred L. Hageman 60

Sandra S. Hobbs 60

Joanne M. Spiller 60

Carrie E. Sweet 60

Dennis R. Hedrick 60

Sharon L. Wilson 60

Michael J. Ledden 70

Teresa L. Troup 80

Sonja D. Wilson 80

Patricia L. Worley 80

Mark W. Gillenwater 80

Steven M. Carpenter 80

Dana A. Stewart 80

Sick Leave Recognition

2500 Hours

Terry V. Patterson 40

Jonathan M. Bertermann 60

2000 Hours

Henry A. Webster III 40

Linda S. Weedman 80

1500 Hours

Ronald E. Thompson 70

Neil A. Ward 70

George W. Gates 80

1000 Hours

Richard E. McDaniel 05

Linda L. Norman 05

Martin J. Bradley 09

Juan L. Medina 80

Apology extended

On page 5 of the November issue of *The Commodore*, a sentence was left incomplete in the article titled, "Renewal of Native American plains spirit with horses." In the last line of the article, the following sentence was left incomplete. The sentence should read as follows: "The Blackfeet have their mustangs again."

The Editor

In Memoriam

Stephen L. Harrison, 42, of Linton, passed away on November 9.

Edna Smith, 82, of Bedford, passed away on November 10.

Roger D. Fortner, 61, of Bedford, passed away on November 10.

Andrew P. "Pete" Norris, Jr., 70, of Bloomfield, passed away on November 12.

Mamie L. Ladson, 93, of Bloomfield, passed away on November 13.

Marjorie B. Hodges, 75, of Worthington, passed away on November 14.

Lorena Z. Wilson, 83, of Washington, passed away on November 14.

Ardon V. Richards, 64, of Bloomfield, passed away on November 15.

William R. "Bill" Spencer, 79, of Worthington, passed away on November 19.

Dennis C. Hopkins, 59, of Loogootee, passed away on November 22.

Garland R. Fellers, 71, of Loogootee, passed away on November 27.

Jack W. Powell, 73, of Bedford, passed away on November 28. Sympathy is extended to his family.

Henry C. Stuffle, 84, of Loogootee, passed away on November 30.

William Glen Casey, 87, of Bedford, passed away on December 1.

Charles "Bill" Wyatt, 71, of Bloomington, passed away on December 3.

Emery P. Cahill, 88, of Bedford, passed away on December 6.

Zelma L. Patton, 85, of Bedford, passed away on December 8.

David C. Cain, Sr., 75, of Odon, passed away on December 10.

Retiree

Jesse R. Tolbert CAAA

Cards of Thanks

A special "Thank You" to our friends and co-workers for the cards, flowers, visits and prayers during the loss of our mother, Dorthia Hardgrove. Your kindness and thoughtfulness are deeply appreciated and will always be remembered.

Faye Chestnut, CAAA
Vonda Wagner, 116

Thank you to my Pollution Prevention Office and FEW family and friends for the cards, flowers, prayers and support during my recent illness and surgery. Your thoughtfulness was greatly appreciated.

Nann Stone

Code of Ethics for Government Service

Any person in Government Service should:

I. Put loyalty to the highest moral principles and to country above loyalty to persons, party, or government department.

II. Uphold the Constitution, laws, and regulations of the United States and of all governments therein and never be a party to their evasion.

III. Give a full day's labor for a full day's pay; giving earnest effort and best thought to the performance of duties.

IV. Seek to find and employ more efficient and economical ways of getting tasks accomplished.

V. Never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not; and never accept, for himself or herself or for family members, favors or benefits under circumstances which might be construed by reasonable persons as influencing the performance of governmental duties.

VI. Make no private promises of any kind binding upon the duties of office, since a Government employee has no private word which can be binding on public duty.

VII. Engage in no business with the Government, either directly or indirectly, which is inconsistent with the conscientious performance of governmental duties.

VIII. Never use any information gained confidentially in the performance of governmental duties as a means of making private profit.

IX. Expose corruption wherever discovered.

X. Uphold these principles, ever conscious that public office is a public trust.

Taken from DoD 5500.7-R Section 3, paragraph 12-300.